

2011 Military Health System Conference

Human Capital Challenges: Taking us Into the 21st Century

Maureen O. Viall, Chief Human Capital Officer

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MHS Human Capital Office, ASD
(Health Affairs)

State Of The MHS



100 percent of Americans owe their gratitude to 1 percent who serve in the all-volunteer force

- - Longest-ever period of sustained combat from 9 years of war in Afghanistan and Iraq
- - Two million served in these conflicts
- - More than 40,000 wounded
- - 18,000 unable to return to duty / 5,700 killed
- - More than 16,000 will need medical care of the rest of their lives

MHS Human Capital Climate



- Staffing and compensation initiatives to support the wounded, ill and injured
- Efficiencies
- 2011 Pay Freeze
- Impact of BRAC
 - Relocation to the Defense Health Headquarters (DHHQ)
 - JTF CapMed and related joint initiatives
 - Federal workers paid too much?
 - NSPS Repeal

MHS Human Capital Climate



Hiring Issues

HCO Recruiting

CPMS Medical Working Group

Hiring Initiatives

Compensation Issues

Media Guide

Human Capital Office

Spouse Hiring Authority

Pathway Matrix

Human Capital Strategic Plan

DoD/VA

Support / Insourcing

Tools To Enhance Healthcare Recruitment



- Physician and Dentist Pay Plan (PDPP) Implementation
 - Projected implementation 27 Feb. 2011
- Expedited Hire Authority
 - New legislation in NDAA 11
- Direct Hire Authority
- OPM Hiring Process Reforms

Tools To Enhance Healthcare Recruitment



- Hiring Disabled Appointment Authorities
- Veterans Preference Authority
- First Duty Station Travel
- Military Spouse Hiring Authority

Married Military Spouses



SERVICE	% MARRIED
ARMY	58%
NAVY	54%
AIR FORCE	59%
MARINE CORPS	48%
GRAND TOTAL	56% 12/8/10) (as of

Tools For Succession Planning



- Workforce planning (Mission Critical Occs)
 - Competency Development
- “Growing Our Own”
 - Legislative Initiatives
- Refresh of the Human Capital Strategic Plan
- Defense Health Headquarters Intern Program
 - Revocation of FCIP
 - New Pathways Programs (effective 1 Mar 11)
- Leadership/Succession Planning for Nurses

Initiatives For The Future



- Legislative Initiatives
 - Health Professions Financial Assistance Program for Civilians
 - Reserve Component Mental Health Student Stipend
- Civilian Healthcare Occupation Sustainment Plan (C-HOSP)
 - Implementation of Title 38 Qualifications, Appointing and Pay Flexibilities

Initiatives For The Future



- Telework Program
- Promoting Diversity
 - Female Physician Leadership Course
 - Diversity of Total Force

DoD Civilian Medical Demographics



- Civilian population in MHS occupied by 54 medical occupational series with a total population of 43,555
 - Army (30,187 = 69.3 %)
 - Air Force (4,715 = 10.8%)
 - Navy (8,341 = 19.2%)
 - DoD (312 = .7%)
- Gender composition
 - Female (71%)
 - Male (29%)

DoD Civilian Medical Demographics



- Race National Origin / Ethnicity Composition
 - White (61.1%)
 - Black (20.7%)
 - Asian (7.6%)
 - Hispanic or Latino (7.2%)
 - Multi-racial (1.4%)
 - American Indian/Alaskan (1.0%)
 - Native Hawaiian/Pacific Islander (.8%)
 - Unspecified (0.1%)

DoD Military Medical Demographics



- Military population in MHS with a total strength of 119,900
 - Army 52,512 (43.8%)
 - Navy 34,858 (29.1%)
 - Air Force 32,530 (27.1%)
- Gender composition
 - Female 40,172 (33.5%)
 - Male 79,728 (66.5%)

DoD Military Medical Demographics



- Race, National Origin / Ethnicity Composition
 - White (55%)
 - Black (17%)
 - Hispanic ethnicity (13%)
 - Asian (6.9%)
 - Multi-racial (1.9%)
 - American Indian/Alaskan (.9%)
 - Native Hawaiian/Pacific Islander (0.7%)
 - Unspecified (5.0%)

Takeaways



- CHCO primary emphasis is to help you “make mission”
- Human Capital Steering Committee is great forum for your ideas, initiatives and programs
- Success is: emphasizing strong Human Capital programs at all MHS leadership levels
- Have a great idea for the MHS? Send that idea to humancapitalofficeideas@tma.osd.mil

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